# Settlement Agreement Update



### To Date:

Complaint forms are now available in English, Spanish, and Hmong on the FPC website and have been distributed to public libraries in the City of Milwaukee and all District Stations (IV.D.1.a and b)

Quarterly restock planned for April

Complaints are accepted in person, by phone, by mail, via email, and through an online submission process on the FPC website (IV.D.1.c)

FPC investigators are trained not to, and in practice do not, discourage the filing of any complaint from a member of the public (IV.D.1.e)

Complaints do not require notarization to be submitted to FPC (IV.D.1.e)

FPC investigators conduct complaint interviews at City Hall, over the phone, and at community hours held around the city (IV.D.1.g)

• Pandemic challenges have temporarily prevented in-person complaint filing

FPC continues to investigate all plausible complaints submitted by the public (IV.D.5.a)

FPC provides notification to the Chief when any officer receives 3 or more complaints in 90 days and when any officer receives three or more complaints over a rolling 1 year period (IV.D.5.e)

- Monitored by Investigator
- EIP referral compliance confirmed by Risk Manager in August

# Ongoing:

Update promotional testing procedures to include community policing (IV.14)

Currently working to provide Detective's exam materials

Publish data on website of all traffic stops, field interviews, no-action encounters, frisks, and searches IV.A.13)

- Personally Identifiable Information removal continues
- Next to be published: Q4 of 2019

FPC maintains a running list of the number of complaints against each officer (IV.D.5.d)

- Contained in the AIM System
- Determining whether FPC needs secondary tracking system

# Upcoming:

Publishing of <u>Stop</u> data and <u>Complaint</u> data broken down by category of interaction (IV.A.13 and IV.E.5)

Working with MPD to classify complaint categorizations to be tallied and published

Audits and Complaint Review....

## Audits:

Completed audit plans, matrixes and work papers for each category below in compliance with Section IV(a), IV(b) and IV(c)

#### **Dashcam**

- Traffic Stops
- Field Interviews
- No Action Encounters
- Frisks
- Searches

### **Body Cam**

- Traffic Stops
- Field Interviews
- No Action Encounters
- Frisks
- Searches

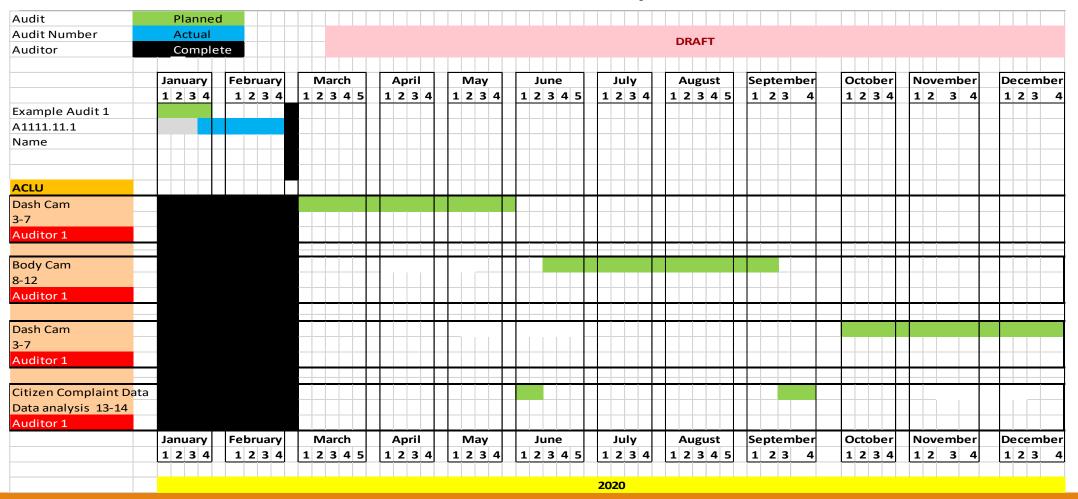
### **Citizen Complaints**

- FPC Citizen Complaints
- MPD Citizen
   Complaints

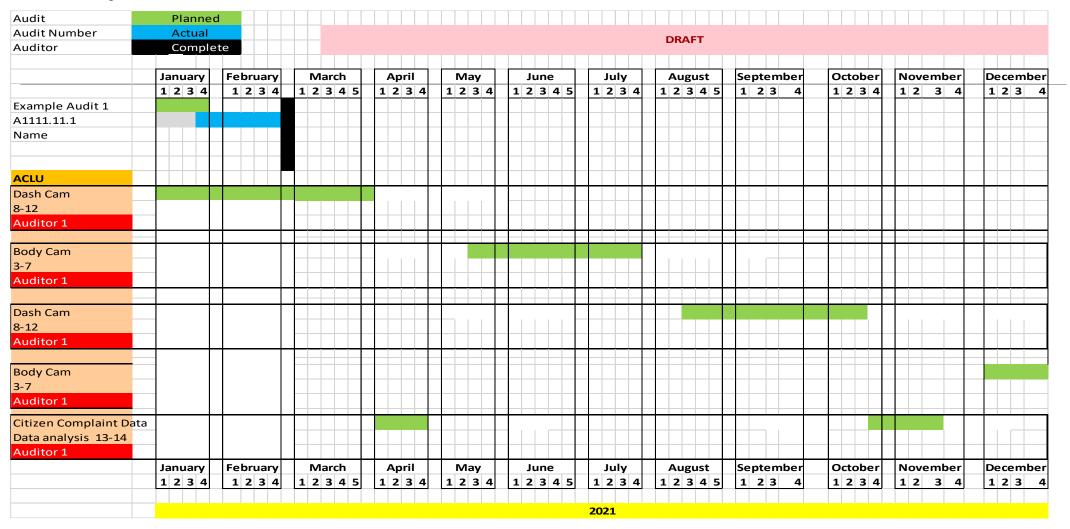
# Audit Planning – 3 year plan

|           |   | Audit Plan City of | Milwauke  | e Fire and f | Police Com | mission   |    | 1                      |             | 1            |            |             |             |               |             |              |             |             |         |
|-----------|---|--------------------|-----------|--------------|------------|---|----|------------------------|-------------|--------------|------------|-------------|-------------|---------------|-------------|--------------|-------------|-------------|---------|
|           |   |                    | 2020-2022 | 2            |            |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           |   |                    |           |              |            |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           |   |                    |           |              |            |   |    | Tir                    | me Per Auc  | dit in hours | 2020       | Tim         | ne Per Audi | it in hours 2 | 021         | Tim          | e Per Audit | in hours 20 | 022     |
| Reference |   |                    |           |              |            |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
| Audit     |   |                    |           |              |            |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
| Number    | Mandated Audits   | Last Completed     | 2020      | 2021         | 2022       | Comment/Rationale   |    | Prep                   | Field Wo    | r Report     | Total      | Prep        | Field Wor   | Report        | Total       | Prep         | Field Worl  | Report      | Total   |
| 3         | 3 Dash Cam - Traffic Stops  | NA                 | xx        | xx           | xx         | ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)             | 3  | 12                     | 20 14       | 0 72         | 332        | 2 80        | 80          | 64            | 224         | 64           | 64          | 64          | 19      |
| 4         | 4 Dash Cam - Field Interviews   | NA                 | ××        | xx           | xx         | ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)             | 4  | 1 12                   |             |              |            |             | 80          | 64            | 224         | 64           | 64          | 64          | 19      |
|           | 5 Dash Cam - No Action Encounter  | NA                 | ××        | XX           | xx         | ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)             | 5  | 12                     |             |              |            |             | 80          | 64            | 224         | 64           | 64          | 64          | 19      |
|           | 6 Dash Cam - Frisks   | NA                 | XX        | XX           | ××         | ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)             | 6  | 12                     |             |              |            |             |             |               | 224         | 64           | 64          | 64          | 19      |
|           | 7 Dash Cam - Search   | NA                 | XX        | XX           | xx         | ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)             | 7  | 12                     |             |              |            |             | 80          | 64            | 224         | 64           | 64          | 64          | 19      |
|           | 8 Body Cam - Traffic Stops  | NA                 | XX        | XX           | XX         | ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)             | 8  | 12                     |             |              | 332        | 2 80        | 80          | 64            | 224         | 64           | 64          | 64          | 19      |
|           | 9 Body Cam Field Interveiws   | NA                 | XX        | XX           | xx         | ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)             | 9  | 12                     |             |              |            |             |             |               | 224         | 64           | 64          | 64          | 19      |
|           | 0 Body Cam - No Action Encounter  | NA                 | XX        | XX           | xx         | ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)             | 10 | 12                     |             |              |            |             |             |               | 224         | 64           | 64          | 64          | 19      |
|           | 1 Body Cam - Frisks   | NA                 | XX        | XX           | ××         | ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)             | 11 | 12                     |             |              |            |             |             |               | 224         | 64           | 64          | 64          | 19      |
|           | 2 Body Cam - Search   | NA                 | XX        | XX           | ××         | ACLU SETTLEMENT AGREEMENT Sec E1 (every 6 months)             | 12 | 12                     |             |              |            |             |             |               | 224         | 64           | 64          | 64          | 19      |
|           | 3 Citizen Complaint FPC   | NA                 | XX        | XX           | ××         | ACLU SETTLEMENT AGREEMENT Sec E2 (every 6 months)             | 13 | 12                     |             |              |            |             |             |               | 240         | 80           | 80          | 80          | 24      |
| 14        | 4 Citizen Complaint MPD   | NA                 | XX        | XX           | XX         | ACLU SETTLEMENT AGREEMENT Sec E2 (every 6 months)             | 14 | 12                     | 20 120      | 0 80         |            |             | 80          | 80            | 240         | 80           | 80          | 80          | 24      |
|           |   |                    |           |              |            |   |    |                        |             |              | 3680       | )           |             |               | 2720        |              |             |             | 240     |
|           |   |                    |           |              |            |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | Risk Based  |                    |           |              |            |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           |   | 1                  |           |              | 1          | news story of extended wait times after a 911 call has        |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | 5 911 wait times  | NA                 | ×         |              |            | occurred (Arzel Ivery - neighbor)                             | 15 | 8                      | 30 12       | 0 80         | 280        |             |             |               | 0           |              |             |             |         |
|           | 6 Use of Force  |                    |           | ×            |            | Liability and risk of excessive.                              | 16 | 5                      |             |              | (          | 80          |             |               | 320         |              |             |             |         |
| 1         | 7 Body Worn Camera Inspections  |                    |           | ×            |            | MPD Completed this audit in 10/18 (MPD Report 18-03)          | 17 | 7                      |             |              | (          | 60          | 60          | 40            | 160         |              |             |             |         |
|           |   |                    |           |              |            | Determine how the police interact with the public (HOW, Why   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
| 18        | 8 Police Interaction with Public  |                    |           |              | ×          | is this important)  | 18 | 3                      |             |              | (          | O           |             |               | О           | 64           | 160         | 64          | 28      |
|           |   |                    |           |              |            | Determine how the police interact with the public (HOW, Why   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | 9 Fire Interaction with Public  |                    |           | ×            |            | is this important)  | 19 | 9                      |             |              | (          | 80          | 160         | 80            | 320         |              |             |             |         |
| 20        | 0 Complaints Internally - Survey  |                    |           |              | ×          | A review of internal complaints by employees,                 | 20 |                        |             |              | (          | O           |             |               | 0           | 40           | 40          | 40          | 12      |
|           |   |                    |           |              |            | A review of the FPC Rules, to help ensure the board is        |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           |   |                    |           |              |            | compliant (16 sections could audit each section               |    |                        |             |              |            |             |             |               |             |              |             |             |         |
| 2:        | 1 FPC Rules   |                    | XX        | xxx          | xxx        | independently)  | 21 | 16                     | 50 24       | 0 80         | 480        | 120         | 240         | 120           | 480         | 120          | 240         | 120         | 48      |
|           |   |                    |           |              |            | MPD and FPC have different information when providing         |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           |   |                    |           |              |            | details. Or judgement could lead to different conclusion with |    |                        |             |              |            |             |             |               |             |              |             |             |         |
| 2:        | 2 Complaint comparison MPD/FPC  |                    |           |              | ×          | the code of conduct.  | 22 | 2                      |             |              | (          | )           |             |               | 0           |              |             |             |         |
|           |   |                    |           |              |            |   |    | 2020 Total Audit Hours |             | 4440         | 2021       | Total Audit | t Hours     | 4000          | 2022 T      | otal Audit I | Hours       | 328         |         |
|           | Total   |                    | 27        |              | 30         |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | Complete  |                    |           |              |            |   |    | Hours pe               |             |              | 1120       |             | **          |               | 1344        |              | **          |             | 134     |
|           | Start   |                    |           |              |            |   |    | Audi                   | itors neede | ed 2020      | 3.964286   | 5 Audit     | tors neede  | d 2021        | 2.97619     | Audit        | ors needed  | 2022        | 2.44642 |
|           | not start   |                    | 27        |              |            |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | % Complete (target 90%)   |                    | 0.00%     |              |            |   |    |                        |             |              |            |             |             | er 31, - 2 we |             |              |             |             |         |
|           |   |                    |           |              |            |   |    | ** 2021 a              | and 2022 is | 48 weeks *   | 40 hours v | veek (4 we  | eks downt   | time, vacati  | on, holiday | ys, etc) @   | 70% audit w | vorkload    |         |
|           |   |                    |           |              |            |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           |   |                    |           |              |            |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           |   |                    |           |              |            |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
| 1         | Prep includes, preparing support docs, data gather,                       |                    | 1         | 1            |            |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | data cleansing (if needed), sample calculation                            | Prep               | Field Wo  |              | Total      |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | 3 Dash Cam - Traffic Stops  | 80                 |           |              |            | First audit   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | 4 Dash Cam - Field Interviews   | 80                 |           |              |            | First audit   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | 5 Dash Cam - No Action Encounter  | 80                 |           |              |            | First audit   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | 6 Dash Cam - Frisks   | 80                 |           |              |            | First audit   |    |                        |             | -            | -          | -           |             |               |             |              |             |             |         |
|           | 7 Dash Cam - Search   | 80                 |           |              |            | First audit   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | 8 Body Cam - Traffic Stops  | 80                 |           |              |            | First audit   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | 9 Body Cam Field Interveiws   | 80                 |           |              |            | First audit   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | 0 Body Cam - No Action Encounter  | 80                 |           |              |            | First audit   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           | 1 Body Cam - Frisks   | 80                 | 0 40      | 40           | 160        | First audit   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
|           |   |                    |           |              |            |   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
| 12        | 2 Body Cam - Search   | 80                 | 0 60      |              |            | First audit   |    |                        |             |              |            |             |             |               |             |              |             |             |         |
| 11        | 2 Body Cam - Search<br>3 Citizen Complaint FPC<br>4 Citizen Complaint MPD | 80<br>80<br>80     | 60        | 40           | 180        | First audit<br>First audit<br>First audit                     |    |                        |             |              |            |             |             |               |             |              |             |             |         |

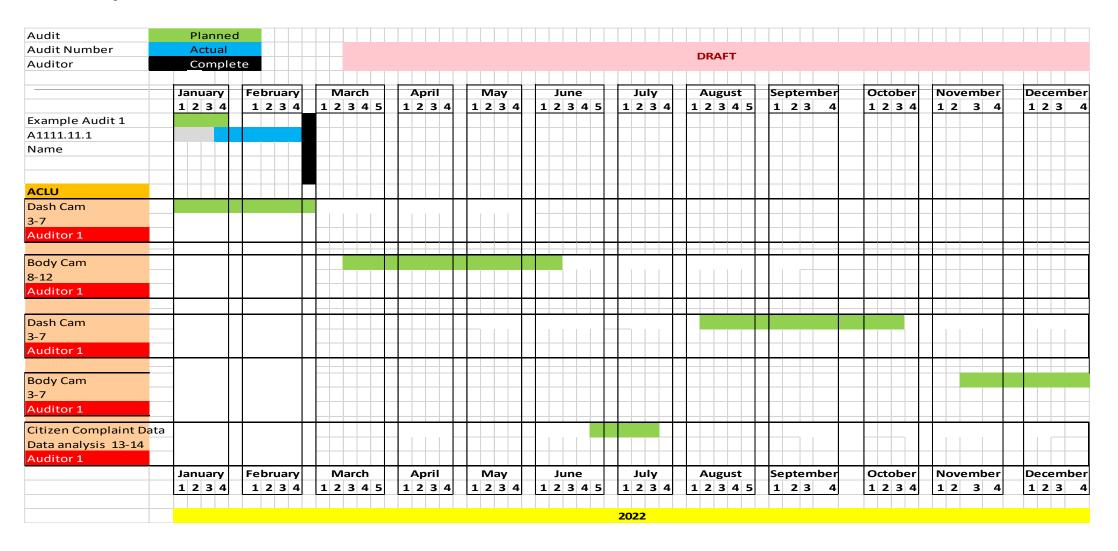
# Draft Audit Schedule Proposal - 2020

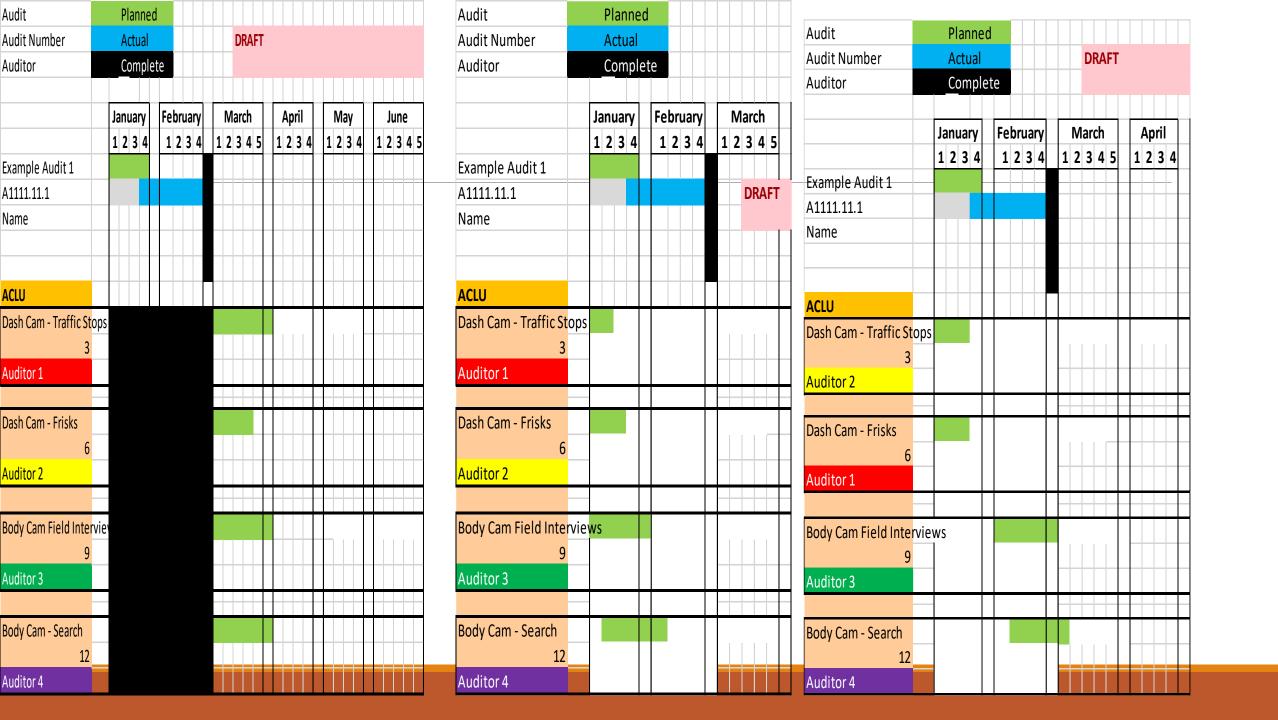


# Proposed Draft audit schedule 2021



# Proposed draft audit schedule 2022





| Audit Planned Actual Actual  | Audit Planned Audit Number Actual Auditor Complete      |   |                   | Audit Number Audit Number Auditor  | Planned Actual Complete                                      | DRAFT  |                                      |                   |
|--|---|---|-------------------|--|--|--|--------------------------------------|-------------------|
| Autot fromber  | January   February   March                              | th April May June July August : 4 5 1 2 3 4 1 2 3 4 5 1 2 3 4 1 2 3 4 5 1 2 | October           | November   December  | January February March April 1 2 3 4 1 2 3 4 5 2 3 4 5 5 2 3 | May June July August 1 2 2 4 1 2 2 4 5 1 2 2 4 1 2 2 4 | September   October   November   Dec | December<br>2 2 4 |
| Example Audit 1 Alampia Paul 1 Name  | ACLU Dash Carr. Traffic Stors                           |   |                   |  |  |  |                                      |                   |
| ACLU Outh Cam-Traffic Stops 3  | Auditor 1  Dash Cam-Frisks                              |   |                   | Dash Cam - Traffic Stops  Auditor 2  | 2  |  |                                      |                   |
| Ossh Cam-Frisis 6  | Auditor 2  Body Cam Field Interveives                   |   |                   | Dash Cam - Frisks Auditor 1  |  |  |                                      |                   |
| Body Cam Field Interviews  | 9 Auditor 3 Body Cam-Search                             |   |                   | and to a substantial and the substantial and the substantial and substantial a | 0  |  |                                      |                   |
| Motory 3<br>Body Cam-Search 22   | Dody Cam - Search  12  Auditor 4  Citizen Complaint FPC |   |                   | Body Cam - Search<br>Auditor 4   | 12   |  |                                      |                   |
| Author 4  Chien Complaint PC  33   | Auditor 1  Dash Cam - Field Interviews                  |   |                   | Citizen Complaint FPC Auditor 2  Dash Cam - Field Intervit   |  |  |                                      |                   |
| Auditor 2  Dank Cam - Fail distancions   | Auditor 2  Dash Cam-Search                              |   |                   | Auditor 1  | 4  |  |                                      |                   |
| Auditor 1  Dash Cam-Search   | Auditor 3   |   |                   | Dash Cam - Search Auditor 2  | 2  |  |                                      |                   |
| Author)  | Auditor 4   |   |                   | Body Cam - No Action En  | 10   |  |                                      |                   |
| Budge Care - No Action Engineerer  And Care - No Action Engineerer | Body Cam - Frisks  11  Auditor 1                        |   |                   | Body Cam - Frisks Auditor 1  |  |  |                                      |                   |
| Body Cam - Frisks 11 Auditor 4   | Citizen Complaint MPD  14  Auditor 2                    |   |                   | Citizen Complaint MPD  Auditor 2   | 14   |  |                                      |                   |
| Case Complaint MOD  Case Complaint MOD  Case Complaint MOD  Case Case Case Case Case Case Case Case  | Dash Cam - No Action Encounter 5 Auditor 4              |   |                   | Dash Cam - No Action En  | counter  |  |                                      |                   |
| Dash Cam-No Action Encounter  Auditors 1   | Body Cam - Traffic Stops<br>8<br>Auditor 3              |   |                   | Body Cam - Traffic Stops Auditor 3   | 2  |  |                                      |                   |
| Body Cam - Traffic Stops  Auditory B   | PPC Rules 21 Auditor 1                                  |   |                   | FPC Rules Auditor 1  |  |  |                                      |                   |
| PPC Rules 22 Authors 4   | Use of Force 15 Auditor 2                               |   |                   | Complaint comparison I   | MPD/FPC  |  |                                      |                   |
| 931 wait times 5 5 Auditor 2   | PPC Rules 21<br>Auditor 3                               |   |                   | FPC Rules Auditor 2  | 21.  |  |                                      |                   |
| FPC fluides 21   | Citizen Complaint Data Data analysis Auditor 4          |   |                   | Citizen Complaint Data Data analysis Auditor 4   |  |  |                                      |                   |
| Cisian Complaint Data<br>Oata analysis   | Dash Cam - Traffic Stops<br>3<br>Auditor 1              |   |                   | Oash Cam - Traffic Stops Auditor 1   | 2  |  |                                      |                   |
| California Traffic Stops  Andread     Andread    Andread     Andread    Andread    Andread     Andread     Andrea | Dash Cam-Frisks 6 Auditor 3                             |   |                   | Dash Cam - Frisks Auditor 3  | c  |  |                                      |                   |
| Cosh Can - Frits  Assert C | Body Cam Field Intervelves  9 Auditor 2                 |   |                   | Body Cam Field Interveil Auditor 2   | ws o   |  |                                      |                   |
| Auditor 3  Sody Cam Field Intervense 9  Auditor 2  | Body Cam - Search 12 Auditor 4                          |   |                   | Body Cam - Search Auditor 4  | 12   |  |                                      |                   |
| Author 9  Marker Santa   | Citizen Complaint FPC  13  Auditor 4                    |   |                   | Citizen Complaint FPC Auditor 4  | 12   |  |                                      |                   |
| Auditor's  | Dash Cam - Field Interviews 4 Auditor 1                 |   |                   | Dash Cam - Field Intervi   | 4  |  |                                      |                   |
| Cisan Complaint PPC  Auditor/4  13   | Dash Cam - Search 7 Auditor 2                           |   |                   | Dash Cam - Search<br>Auditor 2   | 7  |  |                                      |                   |
| Outh Cam - Field interviews Addition's  A  | Body Cam - No Action Encounter  10 Auditor 3            |   |                   | Body Cam - No Action En  | counter<br>10  |  |                                      |                   |
| Such cam-Search 7 Auditor 2 7  | Citizen Complaint MPD 14 Auditor 1                      |   |                   | Citizen Complaint MPD Auditor 1  | 14   |  |                                      |                   |
| Body Cam-No Action Decigner  10  Authors 1   | Dash Cam - No Action Encounter 5                        |   |                   | Dath Cam - No Action Sn<br>Auditor 4   | counter  |  |                                      |                   |
| Critizen Complaint MPD 14 Automotive 14 Auto | Body Cam - Traffic Stops 8 Auditor 3                    |   |                   | Body Cam - Traffic Stops Auditor 3   | 8  |  |                                      |                   |
| Dark Cam-No Action Discounter Authors 5  | Body Cam-Frisks   |   |                   | Body Cam - Frisks Auditor 2  | 11   |  |                                      |                   |
| Stody Cam - Yraffic Stops  | Fire Interaction with Public                            |   |                   | Police Interaction with i  | Public 19  |  |                                      |                   |
| Body Cam-Frishs  | Auditor 4  Body Worn Camera Inspections 17              |   |                   | Complaints Internally-5  | iurvey<br>20   |  |                                      |                   |
| Madates 2  Crisine Complaint Data  Data analysis   | Auditor-3  Citizen Complaint Data Data analysis         |   |                   | Citizen Complaint Data Data analytis Auditor 1   |  |  |                                      |                   |
|  | Auditor 1   | th April May June July August : 4 5 1 2 3 4 1 2 3 4 1 2 3 4 5 1 2 3 4 1 2 3 4 5 1   | September October |  | January February March April 1 2 2 4 1 2 2 4 5 1 2 2 4       | May June July August 1 1 2 2 4 5 1 2 2 4 5 1 2 2 4     | September   October   November   Dec | ecember<br>2 2 4  |
| 2020   |   | 2021  |                   |  |  | 2022   |                                      |                   |

# Complications:

### Sample Sizes

- It is not clear what an acceptable sample size would be for each of the audits.
- Unknown what the sample sizes-identifiers will be when reviewing the cam footage.

### Schedule

- In order to complete all 14 audits in 6 months, the FPC will need additional auditors.
  - Risk Auditor is transferring to the Comptroller's Office in April.
- Is it possible to split the audits?:
  - The first audit of dashcam footage would be the review, then the next phase would be a supervisory review of the dashcam footage, and the last phase of the audit would be a review of the training efforts in place in order to comply with the Settlement Agreement.

# Looking Forward

Continue to work with the Investigator to standardize and document processes

Continue to work with CJI to provide proof of compliance and make recommended changes

- Community Policing in Promotional Exams
- Investigations proofs provided quarterly

Continue to improve data upload quality and speed

Maintain schedules for complaint material restocking at libraries and district stations

Return to practice of holding Community Hours

Begin citizen complaint reviews and audits

Hire and train auditors to begin dash and body cam audits